## Rowan University & State of NJ Benefits Matrix - Full Time Faculty

| **Health and pension benefits are subject to change in accordance with New Jersey statutes, state policies, union collective bargaining agreements, and university policies.** | | **FACULTY - AFT** |
|---|---|---|
| Sick Time: | Upon employment: 12.5 days per year. | 10 Month |
| Sick Time: | Upon employment: 1.25 days per month first year; 15 days per year thereafter. | 12 Month |
| Health Insurance: | Available plans are through Horizon & Aetna (PPOs, HMO, OMNIA/LIBERTY Two Tiered Plan, or HDPs). Cost is based on plan selected, coverage level and/or salary. | Effective Date September 1st unless start date is mid year then 60 day waiting period |
| Prescription Drug Plan: | Varies dependent on health plan selection. Cost dependent on health plan selection. Mail order is available | Effective Date September 1st unless start date is mid year then 60 day waiting period |
| Vision Care: | Cost free*, once every 2 year contract cycle.<br>• Examination $45.00<br>• Single Lens/Contacts $80.00<br>• Bifocals, Multifocals $90.00 (maximum)<br>*No allowance for frames. | Pending AFT contract approval |
| Dental Program: | Dental Expense Plan or DPOs. (Program Optional) Bi-weekly premiums vary with plans. You must be in plan 12 months before dropping coverage. | Effective Date September 1st unless start date is mid year then 60 day waiting period |
| Flexible Spending Account (FSA's) | Participation optional. FSAs: Unreimbursed Medical Flexible Spending Account; and Dependent Care Account. Requires annual enrollment. | Effective Date September 1st unless start date is mid year then 60 day waiting period |
| Retirement Plan: | Enrollment into Alternate Benefit Program (ABP) Pension Plan. Choice of NJ State 7 approved vendors. Mandatory employee contribution – 5%; Employer match contribution – 8% ( capped at $175k - subject to change); If currently in the state PERS you can elect to stay in that program | ✓ |
| Additional Tax Shelters: | Upon employment. Eligible for supplemental tax shelters: 403(b) or ACTS with 6 ABP vendors or 457 Plan – deferred compensation plan. | ✓ |
| Life Insurance: | Upon enrollment into Pension Plan. NOTE: Age 60+, additional eligibility requirements. | ✓ |
| Jury Duty: | Upon employment; paid time with documented proof. | ✓ |
| Military Duty: | Upon employment; in most cases you will receive paid time with documented proof. | ✓ |
| Home Incentive Program: | Upon purchase of residential home in Glassboro, Rowan University provides $1,500 annually for 10 years for real estate tax purposes. Subject to change at discretion of the University. | ✓ |
| Employee Tuition Waiver: | Upon employment and meeting eligibility requirements. | Tuition Reimbursement see Provost Office. |
| Employee Spouse/Dependent Scholarship: | Upon completion of 1 consecutive year of full time permanent service and meeting eligibility requirements. | ✓ |
| Credit Union: | First Harvest Credit Union<br>EdiFi Credit Union | ✓ |
| Direct Deposit: | Upon employment. Payroll Form:<br>http://www.rowan.edu/adminfinance/controller/payroll/forms.html | ✓ |